



LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date:	November 30, 2022
Time:	6:30PM
Location:	Mayor's Reception Room, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

Members of the public may view the meeting via LTC and those wishing to speak regarding a specific agenda item shall register to speak in advance of the meeting by sending an email to the Superintendent indicating the agenda item, a phone number and email address so we can provide a zoom link to access the meeting. Email address is mpalazzo@lowell.k12.ma.us. If no access to email you may contact us at 978-674-4324. All requests must be submitted before 2:00 p.m. on the day of the meeting.

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 6:50 p.m., members present were, namely: Ms. Chhoun, Ms. Delrossi, Ms. Doherty, Mr. Lay, Ms. Martin, Ms. Thompson and Mayor Chau.

3. SPECIAL ORDER OF BUSINESS

3.1. Professional Development with Massachusetts Association of School Committees

Mr. Koocher, from the Massachusetts Association of School Committees introduced himself and handed out a booklet titled **"Evolving Issues in School Governance"** to the Committee and the Superintendent. The booklet contains the major issues identified by the National School Boards Association and the Massachusetts Association of School Committees. Mr. Koocher stated that the roles and the responsibilities of the School Committee and the Superintendent aren't always as clear as people would like. He stated that the law is very clear and that Principals, Teachers, administrative work and the day to day is the responsibility of the Superintendent. The Superintendent, policies, the budget being set, and the rules of the School Committee are the responsibility of the School Committee. The guide outlines the following roles and responsibilities of the School Committee:

- Hiring and Contracting with the Superintendent
- Confirming and setting compensation for Associate/Assistant Superintendents
- Confirming the appointment for up to six (6) years with School Business Officials
- Confirming the appointment of a Special Education Administrator
- Negotiating collective bargaining agreements with unionized staff
- Establishing compensation parameters for administrators not subject to collective bargaining



- Setting compensation
- Establish District Policy
- Executing Contracts
- Acting as a body and not as an individual
- Collective Bargaining
- Having a Fiduciary Responsibility
- Agendas
- Meeting Minutes

Mr. Koocher asked the Committee to share their concerns and ask any questions they may have.

Ms. Delrossi asked if the evaluation should be long or short...what's right.

Mr. Koocher stated that the ground rules should include who participates. He stated that you have to have Smart Goals. S – Specific, M – Measurable, A – Attainable, R – Relevant, T – Timely. He stated that the goals must be clear and the Committee should start the year telling the Superintendent the evidence they want to see.

Ms. Martin stated that Smart Goals need to be measurable and asked if they have the power to mandate a numeric value attached to that.

Mr. Koocher stated that it can be negotiated with the Superintendent how much they will weigh. He stated the Committee determines the Superintendent's score.

Ms. Martin stated that if none of the Smart Goals have that a measurable component to them there needs to be a finite way to have a measurable concrete measure. She stated that she believes it's reasonable to have one (1) area with a numeric value attached.

Mr. Koocher stated the if they're not Smart Goals you don't have a goal. He stated you don't have to accept them if they're not smart goals.

Ms. Doherty asked about governance and management. She stated that the Committee received a letter from the Board of Health around nurses having concerns around students in class, and that it took a great deal of effort to get it on the agenda. She stated that the Superintendent stated that it crossed over the role.

Mr. Koocher stated that the agenda falls under the School Committee and the Committee should have a rule on how it appears on the agenda. He asked if the communication was addressed to the Committee and stated that if it is sent to the Committee it should appear on the agenda.

Superintendent Boyd stated that he is the Secretary to the School Committee and manages the policies of the districts and he believes that the design of the agenda goes through the Mayor or the body as a whole and a community member can't put something on.



Mr. Koocher stated that the School Committee as a body can ask the Superintendent to report back to them on the communication, but if a communication is supposed to go the School Committee it needs to go on the agenda.

Ms. Doherty stated that there are presently two (2) communications and she wants them on the agenda.

Mr. Koocher stated the only exception would be for privacy reasons.

Superintendent Boyd stated that the two (2) communications are with the Labor Attorney and he stated he would caution the Committee and for them to reserve their right for Executive Session.

Ms. Martin asked if the Committee wouldn't get it because it's with the Labor Attorney.

Mr. Koocher again stated that it should appear on the agenda.

Ms. Doherty asked about one on one conversations that the Superintendent has with the Committee members and asked if it should be discussed in open session.

Mr. Koocher stated you don't want any surprises and you don't want something decided because the Superintendent has spoken with Committee members individually. He stated that you want to make sure your School Committees abilities to make decisions are not comprised because the Superintendent has already worked out a decision and he stated that this is advice given to everyone.

Ms. Thompson asked what the line is when it impacts a student.

Mr. Koocher stated privacy applies to the teacher and student.

4. ADJOURNMENT

Ms. Delrossi made a motion to recess at 5:37 p.m.; seconded by Ms. Doherty. 7 yeas APPROVED

Respectfully submitted,

**Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee**

JDB/mes